

94-2317 MT, STATEWIDE 05/07/02

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WASHINGTON D.C. 20210

William W.Gross
Director

Division of
Wage Determinations

Wage Determination No.: 1994-2317
Revision No.: 16
Date Of Last Revision: 04/26/2002

State: Montana
Area: Montana Statewide

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.27
Accounting Clerk II	9.81
Accounting Clerk III	12.97
Accounting Clerk IV	15.92
Court Reporter	12.51
Dispatcher, Motor Vehicle	11.88
Document Preparation Clerk	8.78
Duplicating Machine Operator	8.78
Film/Tape Librarian	8.67
General Clerk I	8.17
General Clerk II	9.19
General Clerk III	9.32
General Clerk IV	10.45
Housing Referral Assistant	13.50
Key Entry Operator I	8.52
Key Entry Operator II	9.12
Messenger (Courier)	7.49
Order Clerk I	9.92
Order Clerk II	10.72
Personnel Assistant (Employment) I	9.94
Personnel Assistant (Employment) II	11.17
Personnel Assistant (Employment) III	11.45
Personnel Assistant (Employment) IV	13.17
Production Control Clerk	12.51
Rental Clerk	8.88
Scheduler, Maintenance	9.33
Secretary I	9.33
Secretary II	9.57
Secretary III	13.50
Secretary IV	14.71
Secretary V	16.31
Service Order Dispatcher	11.59
Stenographer I	13.26
Stenographer II	14.71
Supply Technician	14.38
Survey Worker (Interviewer)	9.69
Switchboard Operator-Receptionist	8.59
Test Examiner	9.57
Test Proctor	9.57
Travel Clerk I	9.05
Travel Clerk II	9.48
Travel Clerk III	10.23
Word Processor I	10.64
Word Processor II	10.96
Word Processor III	12.26

Automatic Data Processing Occupations	
Computer Data Librarian	9.98
Computer Operator I	11.05
Computer Operator II	11.28
Computer Operator III	13.35
Computer Operator IV	14.83
Computer Operator V	16.44
Computer Programmer I (1)	13.90
Computer Programmer II (1)	17.40
Computer Programmer III (1)	21.21
Computer Programmer IV (1)	26.53
Computer Systems Analyst I (1)	18.18
Computer Systems Analyst II (1)	22.75
Computer Systems Analyst III (1)	27.27
Peripheral Equipment Operator	11.61
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.86
Automotive Glass Installer	15.07
Automotive Worker	15.07
Electrician, Automotive	15.96
Mobile Equipment Servicer	13.44
Motor Equipment Metal Mechanic	16.86
Motor Equipment Metal Worker	15.07
Motor Vehicle Mechanic	16.86
Motor Vehicle Mechanic Helper	12.70
Motor Vehicle Upholstery Worker	14.21
Motor Vehicle Wrecker	15.07
Painter, Automotive	15.96
Radiator Repair Specialist	15.07
Tire Repairer	12.99
Transmission Repair Specialist	16.86
Food Preparation and Service Occupations	
Baker	9.35
Cook I	8.33
Cook II	9.34
Dishwasher	6.60
Food Service Worker	6.95
Meat Cutter	11.96
Waiter/Waitress	6.97
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.96
Furniture Handler	11.23
Furniture Refinisher	15.96
Furniture Refinisher Helper	12.70
Furniture Repairer, Minor	14.21
Upholsterer	15.96
General Services and Support Occupations	
Cleaner, Vehicles	7.36
Elevator Operator	8.21
Gardener	8.98
House Keeping Aid I	6.54
House Keeping Aid II	7.92
Janitor	7.92
Laborer, Grounds Maintenance	7.53
Maid or Houseman	6.54
Pest Controller	11.23
Refuse Collector	8.38
Tractor Operator	9.14
Window Cleaner	8.43
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.26
Licensed Practical Nurse II	10.39
Licensed Practical Nurse III	11.62

Medical Assistant	10.51
Medical Laboratory Technician	12.36
Medical Record Clerk	11.00
Medical Record Technician	13.54
Nursing Assistant I	7.96
Nursing Assistant II	8.94
Nursing Assistant III	9.76
Nursing Assistant IV	10.96
Pharmacy Technician	12.63
Phlebotomist	10.82
Registered Nurse I	14.82
Registered Nurse II	18.14
Registered Nurse II, Specialist	18.14
Registered Nurse III	21.94
Registered Nurse III, Anesthetist	21.94
Registered Nurse IV	26.30
Information and Arts Occupations	
Audiovisual Librarian	16.53
Exhibits Specialist I	15.39
Exhibits Specialist II	19.07
Exhibits Specialist III	23.33
Illustrator I	16.93
Illustrator II	20.98
Illustrator III	24.94
Librarian	15.56
Library Technician	12.55
Photographer I	11.21
Photographer II	14.02
Photographer III	17.07
Photographer IV	21.26
Photographer V	25.76
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.74
Counter Attendant	6.74
Dry Cleaner	8.04
Finisher, Flatwork, Machine	6.74
Presser, Hand	6.74
Presser, Machine, Drycleaning	6.74
Presser, Machine, Shirts	6.74
Presser, Machine, Wearing Apparel, Laundry	6.74
Sewing Machine Operator	8.56
Tailor	9.09
Washer, Machine	6.95
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	15.96
Tool and Die Maker	19.19
Material Handling and Packing Occupations	
Forklift Operator	13.12
Fuel Distribution System Operator	15.46
Material Coordinator	15.79
Material Expediter	15.79
Material Handling Laborer	13.05
Order Filler	12.17
Production Line Worker (Food Processing)	12.70
Shipping Packer	12.17
Shipping/Receiving Clerk	12.17
Stock Clerk (Shelf Stocker; Store Worker II)	12.41
Store Worker I	9.67
Tools and Parts Attendant	13.12
Warehouse Specialist	13.12
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.91
Aircraft Mechanic Helper	13.19
Aircraft Quality Control Inspector	17.81
Aircraft Servicer	14.42

Aircraft Worker	15.11
Appliance Mechanic	15.96
Bicycle Repairer	12.99
Cable Splicer	22.28
Carpenter, Maintenance	15.96
Carpet Layer	16.58
Electrician, Maintenance	20.10
Electronics Technician, Maintenance I	15.67
Electronics Technician, Maintenance II	18.79
Electronics Technician, Maintenance III	21.39
Fabric Worker	14.21
Fire Alarm System Mechanic	16.86
Fire Extinguisher Repairer	13.89
Fuel Distribution System Mechanic	16.86
General Maintenance Worker	15.07
Heating, Refrigeration and Air Conditioning Mechanic	16.86
Heavy Equipment Mechanic	16.86
Heavy Equipment Operator	15.51
Instrument Mechanic	19.24
Laborer	8.71
Locksmith	15.96
Machinery Maintenance Mechanic	18.47
Machinist, Maintenance	16.51
Maintenance Trades Helper	13.14
Millwright	16.86
Office Appliance Repairer	15.96
Painter, Aircraft	15.96
Painter, Maintenance	19.01
Pipefitter, Maintenance	21.49
Plumber, Maintenance	17.73
Pneumatic Systems Mechanic	16.86
Rigger	16.86
Scale Mechanic	15.07
Sheet-Metal Worker, Maintenance	16.86
Small Engine Mechanic	15.07
Telecommunication Mechanic I	17.76
Telecommunication Mechanic II	18.38
Telephone Lineman	17.76
Welder, Combination, Maintenance	16.86
Well Driller	16.86
Woodcraft Worker	16.86
Woodworker	14.41
Miscellaneous Occupations	
Animal Caretaker	7.50
Carnival Equipment Operator	8.78
Carnival Equipment Repairer	9.62
Carnival Worker	7.32
Cashier	7.34
Desk Clerk	7.58
Embalmer	17.39
Lifeguard	9.42
Mortician	16.46
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.63
Recreation Specialist	10.49
Recycling Worker	11.12
Sales Clerk	8.64
School Crossing Guard (Crosswalk Attendant)	7.88
Sport Official	8.54
Survey Party Chief (Chief of Party)	15.77
Surveying Aide	10.55
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.34
Swimming Pool Operator	10.48
Vending Machine Attendant	9.82
Vending Machine Repairer	11.65

Vending Machine Repairer Helper	9.82
Personal Needs Occupations	
Child Care Attendant	7.58
Child Care Center Clerk	10.50
Chore Aid	6.90
Homemaker	12.21
Plant and System Operation Occupations	
Boiler Tender	17.16
Sewage Plant Operator	18.05
Stationary Engineer	17.87
Ventilation Equipment Tender	12.70
Water Treatment Plant Operator	17.73
Protective Service Occupations	
Alarm Monitor	10.50
Corrections Officer	18.00
Court Security Officer	19.14
Detention Officer	18.00
Firefighter	18.02
Guard I	8.41
Guard II	10.22
Police Officer	21.39
Stevordoring/Longshoremen Occupations	
Blocker and Bracer	15.07
Hatch Tender	15.07
Line Handler	15.07
Stevodore I	14.95
Stevodore II	18.47
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.43
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	15.14
Archeological Technician II	16.93
Archeological Technician III	20.98
Cartographic Technician	21.18
Civil Engineering Technician	17.37
Computer Based Training (CBT) Specialist/ Instructor	19.13
Drafter I	11.59
Drafter II	14.72
Drafter III	18.44
Drafter IV	22.86
Engineering Technician I	9.92
Engineering Technician II	12.60
Engineering Technician III	15.75
Engineering Technician IV	19.51
Engineering Technician V	23.88
Engineering Technician VI	28.88
Environmental Technician	15.87
Flight Simulator/Instructor (Pilot)	24.86
Graphic Artist	17.12
Instructor	16.20
Laboratory Technician	14.14
Mathematical Technician	19.11
Paralegal/Legal Assistant I	11.24
Paralegal/Legal Assistant II	14.03
Paralegal/Legal Assistant III	15.45
Paralegal/Legal Assistant IV	17.40
Photooptics Technician	17.37
Technical Writer	24.84
Unexploded (UXO) Safety Escort	18.53
Unexploded (UXO) Sweep Personnel	18.53
Unexploded Ordnance (UXO) Technician I	18.53
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.56

Weather Observer, Senior (3)	16.18
Weather Observer, Upper Air (3)	14.56
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	13.77
Parking and Lot Attendant	7.55
Shuttle Bus Driver	10.04
Taxi Driver	7.31
Truckdriver, Heavy Truck	16.09
Truckdriver, Light Truck	10.04
Truckdriver, Medium Truck	17.02
Truckdriver, Tractor-Trailer	16.09

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitut any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving reggrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordance, explosive, and incendiary ordnance material other than small arm

ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$6.70 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication was obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classification listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order of priority (classification title), a Federal grade equivalency (FGE) for each proposed classification, job description, and rationale for proposed wage rate), including

information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.